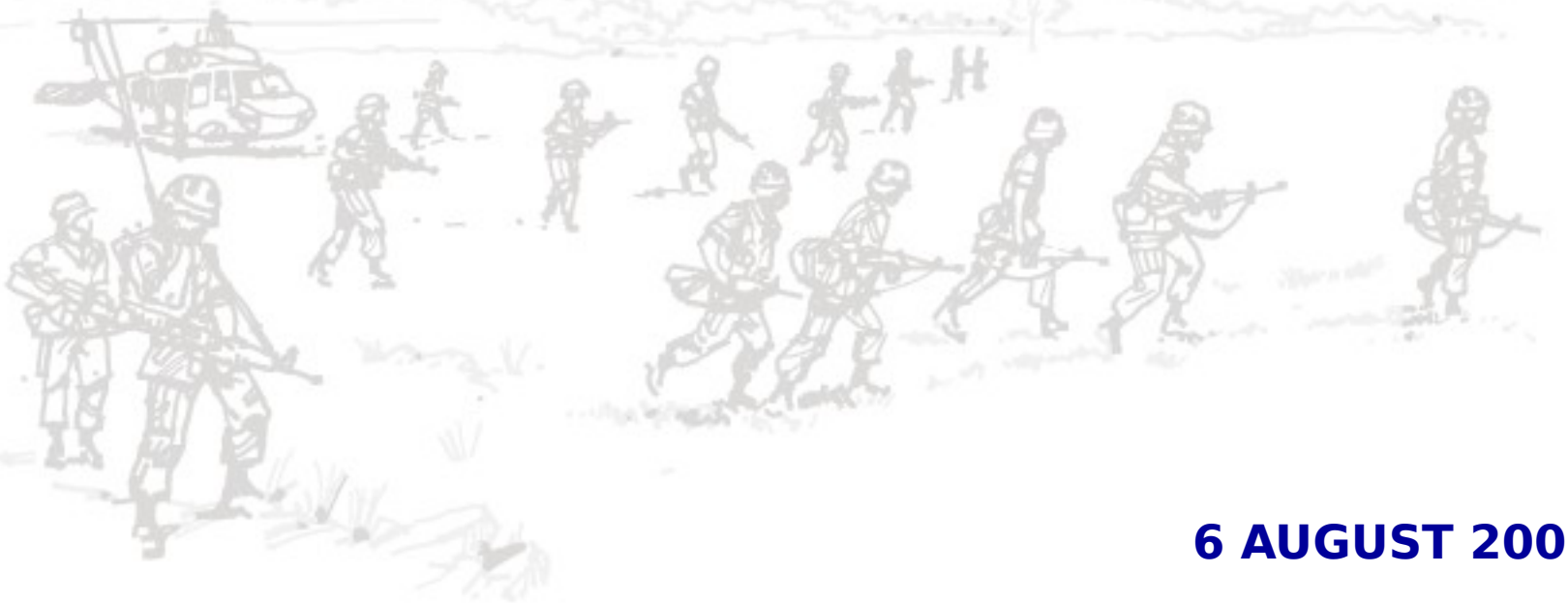
STEPS TO SUCCESS – BECOMING A PM



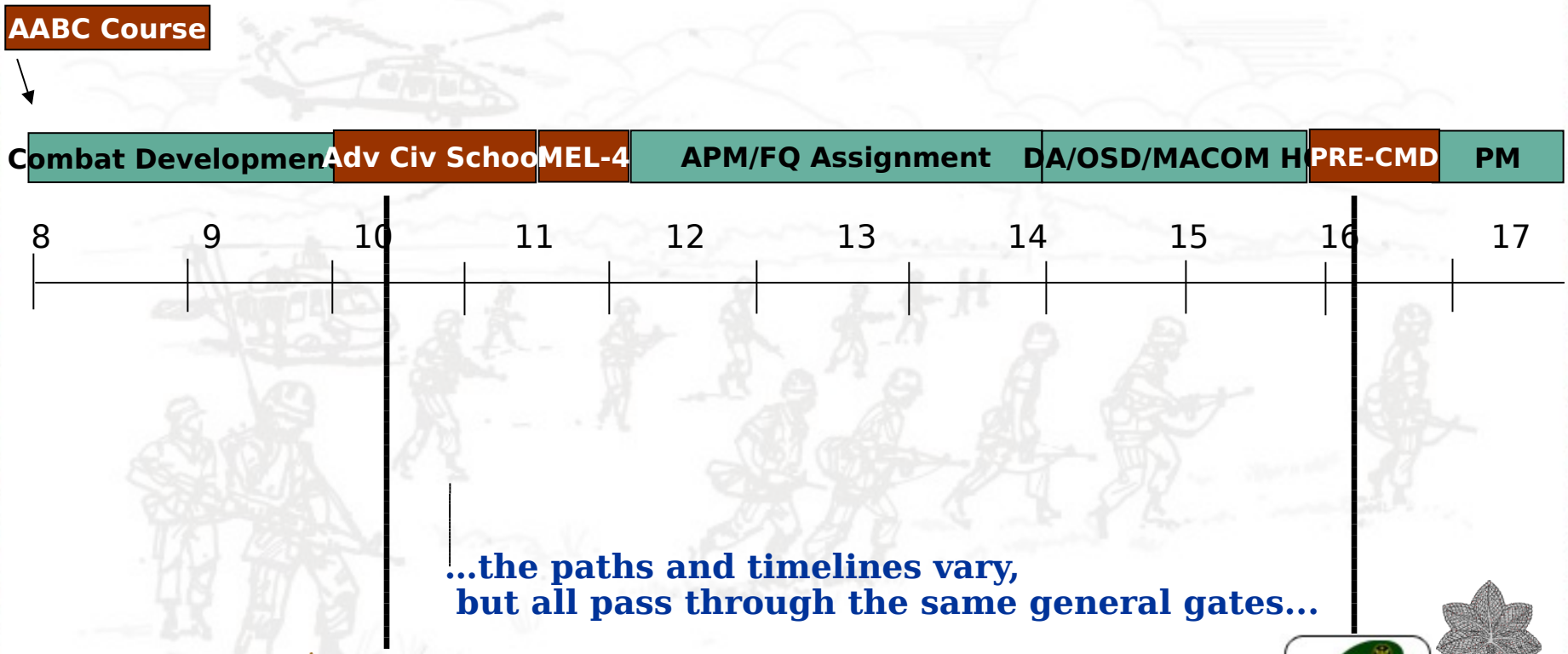
6 AUGUST 2003

MAJ(P) JEANNETTE JONES

AGENDA

- CAREER PATH
- DAU FUNCTIONAL TRAINING
- CERTIFICATION & AAC MEMBERSHIP
- COMMAND SELECT LIST PROCESS
- COMMAND SLATE PROCESS
- RECENT BOARD RESULTS
- INFORMATION LINKS

CAREER PATH & TIMELINE



...the paths and timelines vary, but all pass through the same general gates...

Program Management Career Track Change

Former Program Management Career Track

DAU PD(Sys Acq & PM Cert), 10 Feb 2001

- current courses
- optional course
- new courses
- Level I Cert
- Level II Cert
- Level III Cert
- Title 10 PEO/PM

Level I Certification

ACQ-101 Fundamentals of Systems Acquisition Management

- Knowledge based
- 11 functional areas
- Internet
- GS 5 - 9
- O1 - 03

25 hours, on-line

Level II Certification

ACQ-201 Intermediate Systems Acquisition Course

- Knowledge based (cost, sch, perf)
- 11 functional areas, caselets & exercises
- Tracks DoDI 5000.2
- Classroom
- GS 9 - 12
- O3 - 04

3 weeks, classroom

Level III Certification

PMT-302 Advanced Program Management Course

May-Aug 2002 = last PMT 302 Course

- Application/knowledge based (cost/sch/perf)
- 11 functional areas integrated w/cases, exercises & problem sets
- Classroom
- GS 13 - 14
- O4 - O5

14 weeks, classroom

Meets statutory requirement for PEO/ACAT I/II PM & Deputy PM (10 USC 1735)

PMT-402 Executive Program Manager's Course

PEOs & ACAT I, IA, II PMs & Deputy PMs
4 weeks, classroom

4 weeks, classroom

29 Weeks

Current Program Management Career Track

Begins in 2002

Level I Certification

ACQ-101 Fundamentals of Systems Acquisition Management

- Knowledge based
- 11 functional areas
- Internet
- GS 5 - 9
- O1 - O3

60 days, 25 hours, on-line

Level II Certification

ACQ-201 Intermediate Systems Acquisition Course

- Application/ knowledge based (cost/sch/perf)
- Tracks DoDI 5000.2
- Internet/class-room
- GS 9 - 12
- O3 - O4

A = 60 days, 35 hours, on-line; B = 1 week classroom

PMT-250 Program Management Tools Course

- Tools based
- Modules
- Business areas
- Tracks DoDI 5000.2
- Internet
- GS 12 - 13
- 03 - 04

64 days, 80 hours, on-line

Level III Certification

PMT-352 Program Management Office Course

- Case/scenario based
- Critical thinking/problem solving
- Application of knowledge (cost/sch/performance)
- Tracks DoDI 5000.2
- Internet/classroom
- GS 13 - 14
- O4 - O5

A = 60 days, 50 hours distance learning; B = 6 weeks classroom

Meets statutory requirement for PEO/ACAT I/II PM & Deputy PM (10 USC 1735)

PMT-401 Program Manager's Course

- Critical Thinking/ Problem Solving (cost, sch/ perf)
- Business acumen
- Case Based
- Classroom
- Potential ACAT I, IA, II, & III PMs, Dpty PMs & other senior acq mgrs

10 weeks classroom

PMT-402 Executive Program Manager's Course

PEOs & ACAT I, IA, II PMs & Deputy PMs
4 weeks, classroom

4 weeks classroom

PMT-403 Program Manager's Skills

ACAT III PMs & Deputies

10 days classroom

54 Weeks

Certification & Corp Membership

- **Who: All members of the AAW**
  - **Requesting certification and corps membership is an <u>individual</u> responsibility.**
- **What:**
  - **Certification**
    - **Level III in Primary AOC**
    - **Level II in a Secondary AOC**
  - **Corp Membership**
    - **Be in grade of MAJ or above.**
    - **Have 4 years of acquisition experience in DoD or comparable position in industry or government.**
    - **Be certified in an AOC at Level 2.**
    - **Have a baccalaureate degree (any discipline) and meet specific requirements for business related coursework.**
- **How:**
  - **Certification - Contact Ms. Veronica Gonzalez, (703) 325-3130, DSN 221-3130, or Veronica.Gonzalez@hoffman.army.mil**
  - **Corps Membership - Write “Request Corps Membership” on ORB. Sign & date ORB. Fax to AMB, ATTN: “Ms. Rosalyn Ford” or Your Assignment Officer**

CSL Approval Process

Officers have 30 days from release to decline without prejudice. Slate approval process is a separate process which occurs after the approval of the CSL. The actual slate will not be released until after the 30 day decline without prejudice period has passed. If an officer declines after the 30 day window has closed, the officer must decline with prejudice (i.e., may not compete ever again for command at this level).

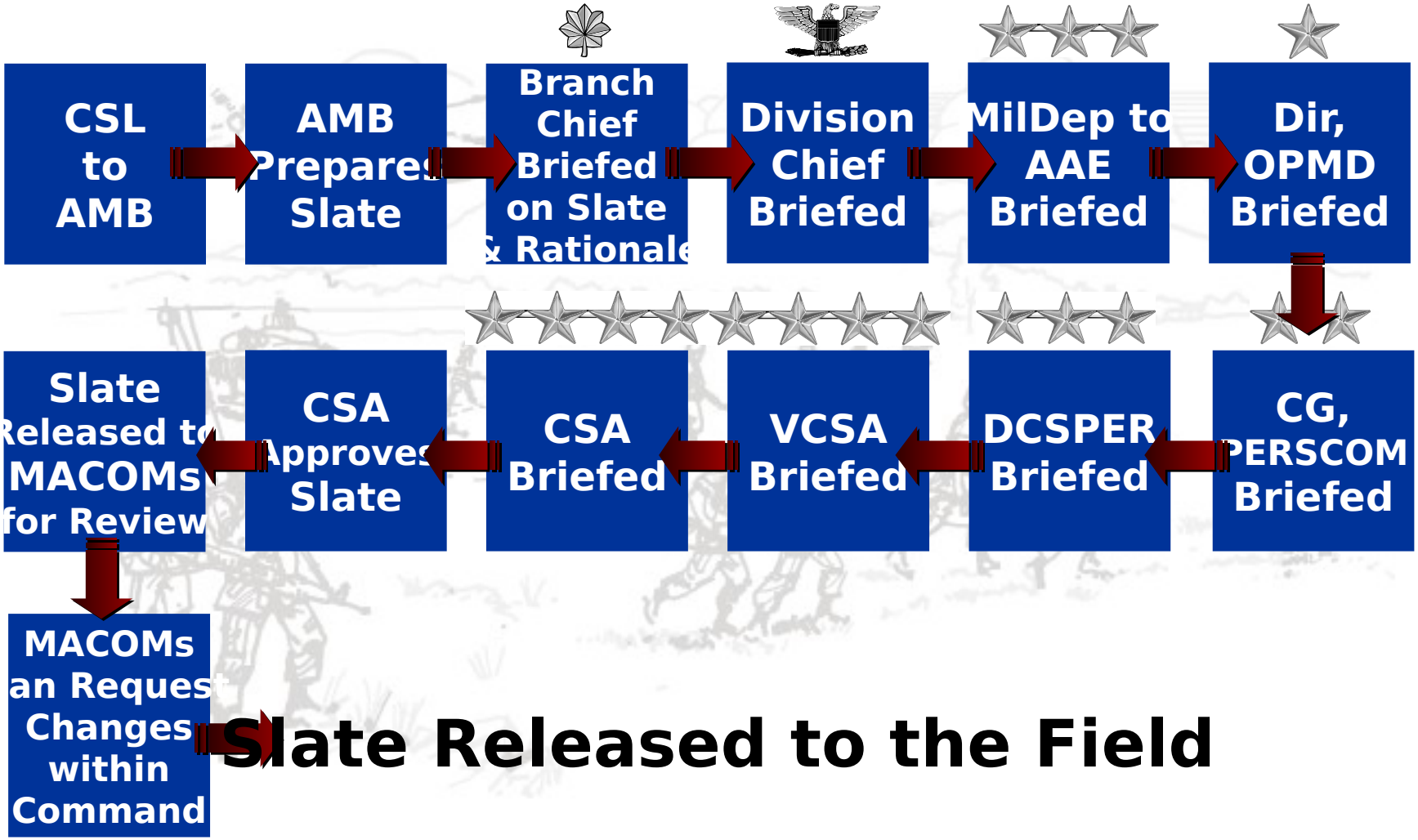
LEGEND

DMPP - Director of Military Personnel Policy, G1
TJAG/OGC - The Judge Advocate General / Office of the General Counsel
ASA (M&RA) - Assistant SecArmy, Manpower & Reserve Affairs
ASA (AL&T) - Assistant SecArmy, Acquisition, Logistics, & Technology

CSL Slate Considerations

- Army Chief of Staff guidance
- OPMD Director Guidance
- DACM Guidance
- OML
- Officer Preferences
- Officer's required skill set for position
- Expected report date/officer's availability date
- EFMP
- Joint Domicile
- Tour Equity

CSL Slate Approval Process



Actions After Slate Approval

- List is prepositioned to commands
- Commands may request reslates within their command
- No reslate requests - announce date to release slate
- Slate released - officers notified of command location and date of assumption by the command
- Following notification, assignment officers can talk to officer (normally a wait time of 30 days to ensure all officers were notified)
- AMB must receive approved paperwork from ASC establishing/disestablishing a command before making changes to command assignments

FY04 LTC/GS14 PM/Command

Military	Civilian
17% (42/241)	11% (6/53)

Selection Rates

of those military selected

6	14%	BZ (LTC)
27	64%	First Look
33	83%	Resident MEL-4

COM+/ACOM File + 75% ACOM OERS + Diversity of Acquisition Experience + PM / Contracting Experience = LTC PM / CMD

rofile of Military Selectee

- 100% have Masters Degree
- Avg 3.5 ACOM OERs out of 4.6 DA67-9 OERs
- 90% of those slated to PM or AC command positions served 2 years in Program Office, major HQ staff assignment, and/or XO positions
- *57% of those slated to contracting command positions had at least four years with DLA, AMC, FORSCOM, and/or staff for ASA(AL&T)

*4 officers slated to contracting commands were not 51Cs

FY04 COL/GS15 PM/Command

Military	Selection Rates	Civilian
52% (26 / 50)		0.07% (2 / 28)

of those military selected

1 out of 26	.04%	BZ (to COL)
22 out of 26	85%	First Look
19 out of 26	73%	Resident MEL-1 (Graduate or Enrolled)

COM+/ACOM File + 67 % LTC/GS15 PM/CMD OERS are ACOM + Diversity of Acquisition Experience + PM / Contracting Experience = COL PM / CMD

rofile of Military Selectee
100% have Masters Degree
65% were SSC graduates
100% were CSL PM/CDR at the LTC/GS14 level
Avg 2 ACOM OERs out of 3 DA67-9 OERs while in LTC PM/CMD

rimary's That Decline
Prior 3
W/in 30 days 4
After 30 days 2

Stay Informed

PERSCOM On-Line **www.perscom.army.mil**

Acquisition Management Branch (AMB)
www.perscom.army.mil/OPfam51/ambmain.htm

Army Acquisition Corps (AAC) **dacm.rdaisa.army.mil/**

Assistant Secretary of the Army for Acquisition, Logistics, & Technology (ASA(ALT)) On-Line **www.saalt.army.mil/**

Individual Development Plan (IDP)
rda.rdaisa.army.mil/cappmis/idp/idpprod/login.cfm

Defense Acquisition University (DAU) **www.dau.mil**

Defense AC Deskbook **web2.deskbook.osd.mil/default.asp**

Research, Development, & Acquisition Information Systems Activity
www.rdaisa.army.mil/rdaisa/homepage/index.htm

Questions

MAJ(P) Bill Boruff, LTCs A-K, (703) 325-3124, DSN 221

MAP(P) Jeannette Jones, LTCs L-Z, (703) 325-3129, DSN 221

MAP(P) Ed Lane, COLs, (703) 325-3090